

FE Week



FREE WITH THIS ISSUE



Pic: City & Guilds/Reality Ltd

From left: Helen Skelton, Donna Coleman, People's Choice Award (North Lancs Training Group Ltd), Hannah Parker, FE sector learner of the year (Lowestoft College), City & Guilds Group chief executive Chris Jones and achiever of the year Andrew Dennis (HMP Maidstone)



Coleg Gwent brickwork students Amanuel Gebremeskel (left), aged 28, and William Oliveira, 17, with their VQ Day-inspired wall



Nelson and Colne College, near Burnley

Roaring successes

Learners, tutors, providers and employers who go the extra mile for vocational learning were celebrated at the glitzy Lion Awards ceremony in London's Camden Roundhouse, writes Rebecca Cooney.

Ceremony host and former Blue Peter presenter Helen Skelton gave medals to 104 award winners at the event, on Thursday (June 5), organised by awarding organisation City & Guilds to celebrate VQ Day.

Further awards and events have taken place across the country to mark the day (Tuesday, June 3). See pages 10 and 11 for further coverage.

GOVE SEEKS COLLEGE HELP AFTER LATEST UTC BLOW

@FCDWHITTAKER
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Education Secretary Michael Gove has called on a general FE college in Bedfordshire to save the latest University Technical College (UTC) to suffer Ofsted grading disappointment.

A spokesperson for Bedford College said it was stepping in at the request of Mr Gove at the inadequate-rated Central Bedfordshire UTC — the third UTC to have been inspected.

The Black Country UTC was given a grade three rating last year and Hackney UTC got one in February, while the remaining 14 UTCs are yet to be inspected.

A spokesperson for the Baker Dearing Educational Trust, which oversees the establishment of UTCs, said: "This Ofsted judgment [of Central Bedfordshire UTC] does

- **Education Secretary Gove asks Bedford College to save UTC**
- **All Ofsted UTC results inadequate or requires improvement**
- **'Too early to criticize UTC programme' — UTCs' spokesperson**

not apply to the whole UTC programme.

"UTCs are a new provision, 17 are open across England, most of which opened in 2013 so there is limited data on performance. It is too early to criticise the UTC programme."

Inspectors criticised the quality of leadership, governance, teaching and the curriculum at Central Bedfordshire UTC, and said learning was "not secure" because teachers "do not always check students' understanding or how well they have developed skills in lessons".

A spokesperson for the UTC, which specialises in engineering and design, said:

"Bedford College will begin working with us immediately to support our teaching and learning. They will be developing and building on the very important work on raising standards that has been led by our interim principals Ursula Byrne and Russell Ball."

Bedford College principal Ian Pryce said: "We believe that there is strong demand for technical education within the local community and we will begin work immediately with parents, pupils and the staff to ensure the UTC quickly gains a reputation as one of the best local schools in

the area."

The move will formally take effect from September, but the college has already started working with the UTC's existing staff and governors.

It comes after capacity figures for the 150-pupil UTC were revealed in answer to a parliamentary question last year showing it was just 30 per cent full last academic year.

A spokesperson for the Department for Education said: "If Ofsted continues to judge the UTC to be inadequate, then we will not hesitate to take swift action, which could lead to terminating the UTC's funding agreement."

The UTC's current lead sponsors are the University of Bedfordshire, which said it would "support Bedford College" in

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MINISTER IN TRAINEESHIP
DURATION PLEDGE

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LABOUR'S PREGNANT
PANDA QUESTION



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BIS SAYS NO TO COLLEGES'
'AGGRESSIVE' RENAME

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NEWS

BRIGHT PULLS OUT OF PROVIDER MARKET

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Bright Assessing chief executive Krissy Charles-Jones has said the firm was “no longer a training provider” after all its previous awarding organisations walked away.

An email allegedly sent by a Bright employee to a learner on June 3, which was posted on a Facebook forum called the Bright Training Problem, said the Warwickshire-based firm had pulled out of the training market and the plan was now to “develop the company into e-learning software”.

It added Bright had arranged for the learner to be transferred to an unidentified “alternative provider”, which would cause “minimum disruption” to training. After being asked to comment on the email by *FE Week*, Ms Charles Jones said: “We are no longer a training provider, correct.”

She said: “All learners were asked if they wanted to be transferred before doing so”. Ms Charles-Jones declined to comment on how many learners had been sent the email and, when asked if refunds would be issued, she said Bright was “in the process of sorting out learners”.

It is thought Bright no longer has a certificating organisation. Awarding body OCR, which confirmed it had cut ties with Bright last month, announced on June 5 its malpractice committee had completed a “lengthy investigation” into the firm.

A spokesperson said the committee found “there had been a breakdown in Bright’s quality assurance arrangements” for lifelong learning courses run by Bright and certificated by OCR.

Ms Charles Jones was unavailable for comment on the OCR ruling. It comes after NCFE stopped certificating Bright courses in February following its four-month investigation into alleged malpractice.

The awarding organisation released a statement summarising the findings three weeks ago after Bright’s appeal against the findings of the investigation was rejected by NCFE.

The Bright investigation claimed that 225 former Bright learners had been de-certificated because their portfolios were either sub-standard or could not be found. Ms Charles Jones claimed NCFE was to blame for qualifications being revoked as it had not carried out sufficient “external moderation” of Bright courses.

A statement released on Bright’s website at the time the findings came out said: “We have issued a complaint to Ofqual about NCFE and hope that as an independent regulator of all awarding organisations they will act and be seen as completely independent, impartial and unbiased.”

An Ofqual spokesperson said: “There are ongoing legal issues between NCFE and Bright. Because of this we are unable to progress any appeal or comment any time.

Hancock issues traineeship pledge after rule omission

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Skills Minister Matthew Hancock has revealed that he would “take steps” to stop any provider delivering traineeships in less than six week after a revision to official guidance left it technically possible to run a programme in just under half that time.

The revamp to the rules last month removed the minimum duration to the programme as a whole, which had been six weeks, but did specify that the work placement element of a traineeship was expected to take “between 100-240 hours”.

A learner who already had their English and maths GCSEs, and so would not require further tuition on this second element of a traineeship, would therefore only need to complete the work preparation part of the programme — and *FE Week* found at least one level two qualification for this element of the programme that could be completed in six hours.

The total number of hours, including 13 work experience

of eight hours plus the six-hour qualification, could therefore work out to 110 — or 14 days/three weeks — as a minimum.

Nevertheless, Mr Hancock told *FE Week* that he wanted the old six-week overall minimum duration to still be recognised despite its removal from the guidance, and that he would act where a traineeship was being delivered in less than that.

“I would fully expect the minimum to remain at six weeks as now,” he said.

He added: “We are very clear that one of the reasons we kept traineeship eligibility to outstanding and good providers is to ensure that the provision is high-quality, and that gaming of the rules in that way I am not expecting to happen and I will take steps if I see it.”

The revision to traineeship guidance came in a paper from the Department for Business, Innovation and Skills the Department for Business, Innovation and Skills and the Department for

UTC BLOW Continued from front...

addressing Ofsted’s concerns; and Cranfield University, which said it had “no plan” to withdraw from its relationship with the UTC but was reviewing its association due to staff changes.

Central Bedfordshire College is also a lead sponsor. Its spokesperson said: “We and will be having discussions with the UTC about how it would like to develop our relationship for the future.”

See editor’s comment on [wpage 8](#)

FE WEEK NEWS IN BRIEF

Army learning contract

The Army has renewed its contract for adult learning support through the National Institute of Adult Continuing Education (Niace) for three years.

The contract includes evaluating the Army’s apprenticeship programme, literacy and numeracy policy and establishing an ICT skills policy.

Carol Taylor, Niace deputy chief executive for development and research, said: “The Army’s investment in skills training for their workforce is a great example for other employers to follow.”

Apprentices challenged

Teams of apprentices will go head-to-head in a gruelling outdoor challenge this week at the annual Brathay Apprentice Challenge.

Teams from Pepsico, South Worcestershire Colleges, e2v Technologies, QientiQ, Team Oxley Developments British Airways, Queen Elizabeth Hospital NHS Foundation and Virgin Media will compete in a series of team-building, logistical and physical challenges at Brathay Trust’s Windermere headquarters from today (Monday) until Wednesday.

For a round and photographs, see next week’s *FE Week*.

Education.

It led to concerns that although the new rules might lead to greater take-up of the programme after just 3,300 starts in the six months following its launch in August last year, it could also lead to a drop in standards with, potentially, such a small timeframe.

Former Shadow Skills minister Gordon Marsden said: “The issue is about whether this relaxation is being driven by the disappointing numbers of people who have taken traineeships.

“There should be a discussion about the 100 to 240-hour requirement, but it should not be crammed artificially into a small period of time simply to try to boost the government’s figures.”

A spokesperson for the Department for Business, Innovation and Skills said: “If we found that a provider was trying to deliver all three elements of a traineeship in three weeks, the Education Funding Agency and the Skills Funding Agency would use their contract management processes to investigate and take action where necessary.”

NEWS

College picket lines head into second week

@REBECCAKCOONEY
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Strike-hit Lambeth College was expected to be heading into week two of industrial action with staff having walked out in a row over contracts for new staff.

The indefinite strike action by members of the University and College Union (UCU) began on Tuesday (June 3), and was set to head into its second week at the time of going to press, with picket lines forming every morning at the college’s sites in Brixton, Clapham and Vauxhall.

Talks between governors and the staff threatening to strike did nothing to avert the industrial action sparked by the introduction of new contracts for new staff, which the union said would leave them with longer hours, fewer holidays and less sick pay.

Lambeth College principal Mark Silverman said: “Governors met with staff who are UCU members but it doesn’t seem to have had an effect.”

He added: “Our door is open for discussions.” However, UCU regional official Una O’Brien said: “We want to negotiate with the college and get this dispute sorted out. Unfortunately the college is refusing to do so.

“The college made no effort to engage with our members on the key issue of the

	Lambeth College	UCU
How many classes have been cancelled?	It’s business as usual. Most classes have run as normal and all exams have taken place at planned.	As a result of the walkout classes have been cancelled across a range of departments.” [Documents supplied to <i>FE Week</i> by UCU, which it claims are the college’s own contingency plans, show at least 25 classes cancelled on just two days].
How many staff are out on strike?	Around 100 of the college’s 300 staff members.	We are confident the majority of our 180 members of staff are out.
How many staff have given up the strike and returned to work?	It’s in double figures... it’s hard to put a number on these things, but there have certainly been a few every day.	We’re not aware of any, but it certainly wouldn’t be double figures.

dispute [at the meeting].

“We have offered to suspend our action to allow negotiations to happen if the college will suspend the new contracts.”

The two sides disagree on how much disruption the strikes have caused, with the college claiming “it’s business as usual” while the UCU claim around 180 staff members had been on strike.

The union has also shown *FE Week* documents, which it claims are the college’s own contingency plans, showing that at least 25 classes had been cancelled on the second and third day of the strike alone. The new contracts, which will affect all

staff starting at the college from April 1, 2014, offer 50 days a year annual leave — 10 days less than that given to existing staff.

Mr Silverman said the contract change was part of the college’s recovery plan following financial deficits of £4.1m in 2012/13 and £3.5m in 2013/14.

He added that the contract changes were “in line with sector norms”.

However, a UCU spokesperson said: “The changes would leave new starters at the colleges working longer hours than all but three of London’s 38 further education colleges.”



UCU members at Lambeth College on indefinite strike



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NEWS

Teen recruitment change from EFA

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Changes to direct recruitment of 14 to 16-year-olds will not make it easier for colleges to qualify, the Education Funding Agency (EFA) said.

In a bulletin issued for colleges considering taking on younger learners in September, the EFA said eligibility requirements would be “unchanged other than for those colleges with an Ofsted overall effectiveness grade of three “satisfactory”.

But a spokesperson clarified it was a technical change, and said it would not make it easier for colleges to become eligible to take younger learners.

He said: “This relates to a minor technical adjustment that will only affect a small number of colleges. It will not make it any easier for colleges to qualify for direct enrolment of 14 16-year-olds.

“Previously, schools with satisfactory Ofsted ratings were assessed by comparing performance table improvements over four years. Our performance tables have now changed — meaning there are separate academic and vocational point scores.

“This widening of criteria means there will be greater understanding of how each school is performing. However, this adjustment means that the performance of the small number of ‘satisfactory’ [grade three and now termed ‘requires

improvement’] colleges yet to be inspected under the new Ofsted framework cannot be easily compared.”

Joy Mercer (pictured), policy director at the Association of Colleges, said: “Changes to performance tables means there has to be a change in eligibility criteria.


“However, most colleges who were graded satisfactory before 2012 have now been re-inspected and will either have improved and are thus eligible, or been graded ‘requires improvement’ and are so ineligible. So we think there will hardly be any colleges affected by this clarification.”

The DfE has said that, as of May 28, it had received expressions of interest in direct recruitment from two colleges. The deadline for expressions is the end of this month. Last year, seven colleges enrolled 14 to 16-year-olds.

“The AoC was instrumental in securing the right for colleges to recruit students at 14, but it’s a very serious decision which colleges do not take lightly,” added Ms Mercer.

“We think that Ofsted overall effectiveness grades are not the best information to decide eligibility.

“Provision for this age group could have been graded as outstanding in the same inspection. The required self-assessment is a much better guide to readiness to recruit.”



Warning over college leader business links

@REBECCAKCOONEY
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College leaders have been warned to “think carefully” about their outside-of-work consultancy posts after it emerged contracts from a Norfolk federation were dished out to a firm with links to the chief executive.

Dick Palmer, chief executive of the Ten (Transforming Education in Norfolk) Group, which includes City College Norwich, carried out advisory work for education IT services provider QuScient from September 2012 to July last year.

In early 2012 QuScient won a contract with the college for processing application forms and then it won another one last year for developing student monitoring software.

Ten denied that there had been any conflict of interest, with a spokesperson saying that Mr Palmer had not been involved in the process of deciding who should win the contracts.

However, Dr Mary Bousted, general secretary of the Association of Teachers and Lecturers, said: “Many FE colleges benefit from some ‘outside’ help, but they need to think carefully about how it’s deployed.

“Any consultancy work needs to be transparent and focused on helping colleges to help themselves.

“Many of ATL’s AMiE [ATL’s leadership section] members are keen for college principals to undertake consultancy work, but not necessarily on a paid-for basis.”

FE WEEK & ME

2014

PHOTOGRAPHY COMPETITION



INFO

Our annual *FE Week* and Me photography competition will once again run at the start of the next academic year.

FE Week have teamed up with NCFE and the Royal Photographic Society in the hunt for stunning pictures that depict student life in the further education and skills sector, through the eyes of students.

This year there are two levels of entry: photography student and non-photography student

Entrants will be in with a chance of winning some stunning prizes and the chance to shadow a high-profile professional photographer.

The competition is open to anyone studying within the further education and skills sector.

Our readers will vote for the winner, which will be announced in November.

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Apprentice chief forces home cash message on funding reforms

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A high-ranking government official has reinforced Skills Minister Matthew Hancock’s assertion that only cold, hard cash would count as employers’ mandatory contribution to apprentice training costs.

Jennifer Coupland, deputy director of the Joint Apprenticeships Unit at the Department for Business, Innovation and Skills (BIS) and the Department for Education (DfE), told delegates at the Association of Employment and Learning Providers (AELP) annual conference that “income” and “apprentice salaries” would not go towards employers’ one-third share of the costs.

She said: “In terms of the employer co-investment, or employer co-payment, whatever you want to call it, the thing we are looking for is cash contributions.

“We won’t be counting income, we won’t be counting apprenticeship salaries.”

Her comments came on day two of the conference, in Hammersmith’s Novotel on Tuesday, June 3, and offered backing for Mr Hancock who, having spoken at the conference just 24 hours earlier, appeared to be losing the support of the Confederation of British Industry (CBI) on the funding reforms.

Its skills director, Neil Carberry, told delegates that businesses wanted “co-investment not co-payment”, and used Twitter to call for contributions other than cash to count towards the employer’s mandatory share of the cost.

He wrote on Twitter: “We need the totality of an employer’s contribution taken into account, not just the cash — especially for the smallest.”

But further disappointment came for the government after Ms Coupland’s speech when delegates were given the chance to vote on various issues of apprenticeship reform, which could see employers handed the task of sourcing provision.

Out of 184 people, just 17 (9 per cent) agreed or strongly agreed that apprenticeship reforms would lead to businesses offering more places.

In total, 95 people (52 per cent) strongly disagreed, 63 (34 per cent) disagreed, while nine (5 per cent) said the reforms would have no impact at all.

Jason Holt, chief executive of Holts Group and author of Making Apprenticeships More Accessible to SMEs, said: “The [apprenticeships reform] challenge and opportunity is to make this an opportunity to think about the fact we are only engaging with about 100,000 businesses of 4m in this country, so how can we increase the reach to those 4m?”

“We need to try to see this as an opportunity to build rather than have this concern that it’s actually going to decrease.”

But other members of the panel were more sceptical about the reforms, including Prospect Training director Noel Johnson.

He said: “What they [employers] are not happy about is taking on that role of managing the apprenticeship programmes. I am speaking from the employers I have met, and 100 per cent of those wanted to look at how we as providers could continue delivering on their behalf and managing that bureaucracy.

“There has to be a clear choice, take it on or manage it through your provider.”

David Pollard, chair of the Federation of Small Businesses’ education, skills and business support policy group, said: “Any increase of the administrative burden on small businesses, any problems with the implementation of the reforms and any increase in the overall cost of apprenticeships for small businesses are all things that we believe will risk reducing the volume of apprenticeships in the short term.”

See the *FE Week* AELP annual conference 2014 supplement for further coverage

Skills system ‘missing’ in Queen’s Speech

A new skills system to tackle a “major labour market imbalance” should have been in the Queen’s Speech, the National Institute for Adult Continuing Education (Niace) has said.

In her annual speech, which sets out what the government’s priorities will be for the next term of parliament, apprenticeships featured just a week after the government revealed employers would be paying out a third of the training costs in future.

On Wednesday (June 4), The Queen said: “My government will continue to deliver the best schools and skills for young people. My government will increase the total number of apprenticeship places to 2m by the end of the Parliament.”

Tom Stannard, Niace deputy chief executive, said: “It is good to see further investment in apprenticeships, aspirations for delivering the best skills for young people and proposals to better prepare them for the workplace.

“But the strength of the economic recovery is going to rely on more than young people. There is a major labour-market imbalance ahead of us over the next ten years. It’s anticipated that there will be almost twice as many vacancies as there will be new labour force entrants to fill them.

“The government must take action to implement a new skills system that meets the needs of all people of all ages.”

And Chris Jones, chief executive of the City & Guilds Group, said: “If we really want apprenticeships to be seen as a credible and valuable route to a career, we desperately need to see stability in the system. Too much to-ing and fro-ing on the policy around apprenticeships only serves to confuse people.”

According to figures from the government’s FE Data Library, the current total of apprenticeship starts from the beginning of the academic year 2010/11, after the current government was elected, stands at just under 1.6m.



From left: AELP chief executive Stewart Segal, Jennifer Coupland, Jason Holt, Noel Johnson and David Pollard

The current government proposals for reforming apprenticeships will result in more business offering places on the programme

AELP conference 2014 vote result

1. STRONGLY AGREE	4 (2%)
2. AGREE	13 (7%)
3. NO IMPACT	9 (5%)
4. DISAGREE	63 (34%)
5. STRONGLY DISAGREE	95 (52%)

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FE WEEK COMMENT

UTCs failing the inspection question

‘No learner is in an institution — that has been rated by Ofsted — any better than requires improvement.’

It’s the kind of statement the general FE college sector has had to endure from Ofsted boss Sir Michael Wilshaw in the past.

But it’s not one that can be levelled at the sector.

No, it’s a statement that applies to the University Technical College (UTC) brand, where a total of three inspections so far have produced two grade three results and now an inadequate one.

You’d have expected these shiny new institutions to be standard-bearers in terms of quality having been among of the first UTCs set up — and perhaps they are exactly that.

But that standard is worryingly low.

And with a local general FE college being asked to sweep in and sort out the latest mess, you can’t help but ask why there isn’t more promotion of the sector’s potential for 14 to 16-year-olds.

After all, it’s doing a good job so far with Ofsted producing complimentary reports of direct recruitment at Hull College, Middlesbrough College, Leeds City College and NCG, in Newcastle.

It’s time to give general FE colleges the limelight and ask serious questions of Lord Baker’s UTC project.

Chris Henwood
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TOP LAMBETH STRIKE TWEETS

@LambethStrike
Another day on the Lambeth College picket line and we're still striking - until we win! #solidarity

@LambethCollege
Thanks to staff who continue to ensure learners are supported during the strike. Majority of classes & all exams have taken place as planned

@miniaturekitten
Support staff on the picket line. They are fighting for students' education and fair contracts

@sadiero1
Odd that only @socialistworker seems to have reported the Lambeth College strike. All-out strikes aren't that common. This is news!

@garrie_coleman
I support Lambeth UCU in their dispute against inferior contracts & the anti-democratic response of management



Byrne quizzed on ‘pregnant panda question’

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Labour’s stance on government apprenticeship reforms in which employers will take a greater role in drawing up frameworks and be expected to pay 33 per cent of provider costs has been likened to a “pregnant panda question”.

Shadow Skills Minister Liam Byrne was put on the spot about his party’s view of the apprenticeship reforms at the Association of Employment and Learning Providers (AELP) conference.

Following his speech, Mr Byrne was quizzed by Channel 4 journalist and conference host Cathy Newman.

She said: “I just want to pin you down on what I suppose is a real pregnant panda question, because there was a lot there [in your speech] about what the government is doing wrong, but I suppose it’s a kind of immaculate conception just to continue the metaphor. Your long-term claim is that everything will be rosy under Labour, but how?”

“I just wanted to pin you down on one particular point – the government reforms

to apprenticeships, putting the employer in charge, just spell out the detail about where you stand on that.”

Mr Byrne said: “I can see how some of those plans would work for big businesses, so if you’re Rolls Royce or Jaguar Land Rover and running very big apprenticeship programmes, getting the money through a tax break probably works quite well.

“I am really doubtful that it’s going to work for small businesses and that troubles me. If we want to double the number of apprenticeships, then you’ve got to build a system which works for small businesses.”

Mr Byrne would not comment on whether a future Labour government would “unpick” any of the reforms, and when quizzed about how he could accuse the government of pursuing “quantity over quality” while also claiming to want to double the number of apprenticeships, he said he didn’t think there was “any conflict”.

He added that he was “not convinced” that it would take “a lot more funding” to deliver both higher quality and a higher quantity of apprenticeships.

But Mr Byrne wasn’t the only politician to be wrong-footed at the conference after Employment Minister Esther McVey got confused by questions from the floor about her own apprentice and Skills Minister Matthew Hancock was taunted about his punctuality by Ms Newman.

Introducing the minister, Ms Newman reminded delegates of a time when he missed out on an ITV Daybreak interview after turning up late.

Mr Hancock responded by saying: “It’s normal at this stage to say thank you very much for that kind introduction. I’ll leave that bit out.”

But it was Ms McVey’s admission that she didn’t know she was supposed to pay a cash contribution for an apprentice over the age of 19 which caused the most controversy among delegates on day one.

Speaking less than two hours after her colleague Mr Hancock had made the case for employer contributions for all apprenticeships, Ms McVey insisted she had paid her apprentice the national minimum wage, but said nothing about how training was funded, insisting apprenticeships weren’t “her area”.

and the people they are designing the apprenticeships for.
Colin

Party politics worry over new quality mark
Great idea – let’s all spend much needed cash on becoming a chartered college. Once we have this all our problems will melt away; the funding will come pouring in, staff will be happier, all student grades will automatically increase and operating costs will miraculously decrease. Why waste time and effort solving real problems when you can make improvements by simply creating new badges, awards and logos? This will work better than TQS or beacon

status becauseer.....er..... it sounds better. When will we see the end to all this stupidity in FE?
FE Lecturer

Apprenticeship target in Queen's Speech draws 'to-ing and fro-ing' warning on reforms
If they think that they will reach their targets with the employers having to pay towards the training, they do not live in the real world. Many of the apprentices in place at moment were only taken on because the employer did not have to pay towards the training, no matter how valuable the training is to the company.
Laurence Mintz

NEWS

Colleges sent back to drawing board after ‘aggressive’ renaming

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Plans for a college name-change that a local MP branded “an aggressive act” towards nearby competitor colleges have been thrown out by Skills Minister Matthew Hancock’s officials.

Worcester College of Technology and New (North East Worcestershire) College are merging from August and wanted to become “Worcestershire College”.

But Conservative MP for Mid-Worcestershire Sir Peter Luff complained the move would have undermined rival institutions and confused potential learners. He argued the name would have suggested the college was the leading FE provider in the county.

And it appears Mr Hancock’s officials at the Department for Business, Innovation and Skills (BIS) agreed. A BIS spokesperson told FE Week: “The request to change the name of North East Worcestershire College to Worcestershire College following the merger with Worcester College of Technology has been declined. All parties have been informed and the decision was taken in line with the department’s name-change guidance.

“The guidance states that a corporation name should not be confusing or misleading and as such should not wrongly suggest regional or national pre-eminence, or imply that a college serves a wider or different

area than is the case. We are more than happy to consider a new name-change application.”

Both colleges accepted the decision and said they were now “working with BIS to agree an alternative”.

A spokesperson for both colleges said: “As part of the consultation process, all stakeholders were invited to comment on the name of the merged college.

“We felt that the name ‘Worcestershire College’ reflected the catchment area of our learners as we provide training throughout the county. Unfortunately, the application was unsuccessful.”

Sir Peter had written a strongly-worded email to college bosses before the decision was made. “I strongly oppose the name ‘Worcestershire College’ and have made my position very clear to the government,” he said.

Award for 18,000 volunteering hours



Croydon College has won the Queen’s Award for Volunteering — the equivalent of an MBE.

It is the first FE college in the country to receive the award, which is given annually to groups rather than individuals in recognition of services to the community.

Last year alone, more than 1,500 students volunteered 18,000 hours — lobbying, campaigning, fundraising, awareness-raising and even representing young people at the UN. Principal Frances Wadsworth said: “Student volunteering at Croydon College is on a remarkable,

laudable and significant scale, led by an inspirational manager in Di Layzelle.

“I am incredibly proud of the work that Di has achieved with our students and the scope and levels of the support they have delivered to benefit others.”

“Sorry to be negative, but it is a grossly insensitive name when you are not the only FE college in the county, but one of three. South Worcestershire and Pershore [which is situated in Worcestershire, but part of Warwickshire College]... are excellent institutions that would be marginalised by the name chosen. “This county-wide name for a college that

only serves part of the county would make their marketing much more difficult and be confusing to potential students. Indeed, it looks a very aggressive act to me — I urge the governors to think again.” Nobody from South Worcestershire College was available for comment. Warwickshire College declined to comment.

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PROFILE



TAKING THE LONG WALK TO FE

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Walking the long way home after passing just two O-levels, it never occurred to Louise Morritt that she might spend decades working in the sector that was about to save her education.

The chief executive of One Awards, the new name for Open College Network North East Region (OCNNER), says she thrived in the FE setting after hating her time at school.

“I didn’t like my comprehensive education. I was desperate to leave and I didn’t do very well,” says 49-year-old Morritt.

She adds: “I remember walking home from school with the results in my hand, going the longest route I could because I was absolutely dreading telling my parents [Alan and Valerie Bennison].

“I didn’t enjoy it. I found it very difficult. I liked sport, I liked swimming, but I never really got stuck in, it just sort of passed me buy, I just wanted to leave. I just didn’t enjoy it. I can’t really put my finger on one thing. But I left, got these dreadful results, went into FE college, had a completely different experience and came out passing the whole lot.”

Born in Huddersfield, Morritt’s father worked in FE and her mother was a nurse, a full-time mum and social worker at

different stages in her life.

But she said it was her parents’ strong work ethic, rather than their links to education, which would be their biggest influence on her.

“They believed you only got out of life what you put into it, and that you had to work hard,” says Morritt, “and my two brothers and I have grown up with that, and that’s something I hope to pass on to my two sons.

“It doesn’t matter what you do, but just work really hard at it. But no, I never really wanted to go into education.”

Her stint at an FE college, now the site of a housing estate in Sunderland, enabled Morritt to go into nursing, initially working in a dental practice, then training at the Sunderland School of Nursing, qualifying in 1983.

“Those were the days when there were just no jobs and so got your registration number through from the Central Council for Nurses, but then you were faced with having to move away to get a job,” she says.

“So I ended up moving down to the Midlands to get a staff nurse’s post down there.

“I specialised in intensive care, I was a sister in intensive care for a long period at Leicester Royal Infirmary. I really enjoyed that, had my first son, and it was very difficult to manage shifts with a small child, so I thought I might go back

into education.

“I went and moved back up to Sunderland and started a full-time degree in health sciences. And while I was doing that, I thought, ‘What shall I do with this at the end of it?’ And that’s when I went into FE.”

It had been 14 years since Morritt became a nurse, but immediately enjoyed the change as she worked as a health and social care teacher at Hartlepool College. It was, she says, very rewarding.

“I think education is a funny thing,” she says. “I don’t think I ever made an active choice, career-wise, I think I have just gone through my career and taken opportunities as they have arisen.

“I never had a career path that I wanted to achieve this or do that, but I have always just wanted to enjoy what I was doing and feel that there was some impact.

“When I was nursing, the impact was quite obvious — you can see it in front of you — but education is slightly different.

“So it’s really nice now, because one of the things I do quite often is go to award ceremonies and give out awards for various different things, and it’s lovely to see the path of learning that people have had.”

Morritt ended up staying in FE for 13 years, working

It’s a personal thing

What is your favourite book?
That was quite easy because my son is doing his GCSEs and he has read *To Kill a Mockingbird*, and that’s the one I did

What do you do to switch off from work?
I like to cook, and I’ve really enjoyed my beginners’ pottery course, although I can’t say I’ve been particularly fantastic at it. It’s just been a complete release

What is your pet hate?
Lateness. I don’t like being late. Not particularly because I’ve encountered it, I just think it’s a respectful thing. I just think that if you’ve said you are going to meet someone at a certain time, then you should be there really

What did you want to be when you were growing up?
This was one of the troubles I think, and this is maybe one of the reasons why I didn’t particularly work at school as well — I didn’t really know what I wanted to do. I had no idea, and so I’ve drifted through things. I’m certainly not at the end of my career, but I have just meandered through. I’ve taken opportunities as they have arisen, and I have always worked hard at them, but I can’t say if I have ever had a career plan

If you could invite anyone, living or dead, to a dinner party, who would it be?
Sandi Toksvig, because I think she’s very sharp, very funny and quite cutting. Graham Norton, for very similar reasons. Florence Nightingale to see what she thought of the NHS. Rod Liddle, the columnist, who always seems to ignite controversy. Evan Davies from the Today Programme, Boris Johnson and Nigella Lawson. And then I’d have my friend Kath, who I have been friends with for 30 years. But also my dad, who I lost a couple of years ago, and my Nanna, who brought a large family up when her husband died



Louise in her pottery class at City of Sunderland College

her way up into management at Hartlepool before being faced with the choice of becoming an assistant principal or moving out of colleges.

She says: “I saw a post advertised for director of OCN North East region, and it just looked a really interesting opportunity. And that’s really all I have done through my career, is see opportunities and just had a go.

“I did that for a year, the previous chief executive left, and I was asked to do the chief executive’s post on an interim basis, which I did. I have really enjoyed it and I have been here ever since.

“There have been big changes. It started off with 32 organisations. When OCN first set out, they were based at Teesside University in a little portable cabin, with two members of staff. Now, when you look at us 20 years on, just about to award our millionth certificate, with 60 members of staff — it’s a lovely story.”

Morritt maintains a close relationship with FE colleges, but these days she’s more

“When OCN first set out, they were based at Teesside University in a little portable cabin, with two members of staff”

likely to be found there as a student than a teacher.

She says: “You know how you always have these thoughts over Christmas and New Year about what you’ll do in the coming year, and I thought, ‘I’m going to do something recreational – nothing to do with work.’

“So I looked at the local FE college, which is Sunderland for me, which is a thriving, vibrant college, just about to have a big new build, and I looked to see what recreational courses there were, so there were four.

“I chose a beginners’ pottery course, and I was interested to see who else was in the class. There were a couple of women in the class who had set up their own business, and who were thriving on the fact that they had been given an opportunity to do these things.”

She adds: “FE should be about nurturing all sorts of learning, it shouldn’t just be about your maths and English, it should be about all of the other opportunities.”



Louise with her sons Joe, left, and Ben on a camping holiday in France in 2000



Louise, aged 6, with younger brother James



Louise, centre, canoeing in France with friends and family

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Owen's blinder at VQ Day Awards

VQ Day Awards celebrate the learners, employers and teachers who demonstrate the success of vocational learning.

The learner of the year, the newly qualified FE teacher of the year and the employer of the year were all crowned at the ceremony in London on Tuesday night (June 3).

Nine regional learner of the year winners also received awards.

National learner of the year went to 22-year-old Owen Henley, a former Runshaw College BTec media production student, who also won the North West regional award.

Owen, currently a freelance camera assistant on BBC drama *Peaky Blinders*, starring Tom Hardy and Cillian Murphy, said he was "surprised" to win.

Bishop Auckland College sport, fitness and uniformed public services curriculum manager Katy Graham won the newly qualified teacher award.

Katy, a former police officer who has encouraged disadvantaged students to apply for higher level programmes, said: "I'm absolutely over the moon — I love what I do."

VQ Day employer of the year was

claimed by electrical contractors Clarkson Evans. HR and training director Lindsey Young said: "We train young people because it's the right thing to do — it works for them, it works for us and it works for the economy."

Lord Kenneth Baker, chair of VQ Day organisers Edge, said the evening was "a huge collection of talent, originality, creativity and enterprise".



Edge chief executive Jan Hodges OBE and the nine regional winners of the VQ Day learner of the year award 2014. From left: Helen Carr, Eva Martin, Ms Hodges, Mitchell Brice, Owen Henley, Antoine Coevoet, Millie Stammers, Zoe Warner, Melissa Jackson, Lee Bellamy



Cillian Murphy as gang leader Tommy Shelby in *Peaky Blinders*

VQ Day learner of the year Owen Henley



More than 100 honoured at Lion event

The roaring success of vocational learners, employers and tutors was recognised at the Lion Awards, held by awarding body City & Guilds on Thursday (June 5).

Medals were awarded to 104 learners and tutors at the event hosted by former Blue Peter presenter and fundraiser Helen Skelton.

Around 450 guests — medal winners and their family and friends, their nominators and other representatives from the education sector — were treated to performances by 3Run, a freerunning troupe performing daredevil acrobatics and learners at performing arts centre BRIT School.

The award for outstanding achiever of the year went to

The Manchester College bricklaying tutor Andrew Dennis, for his work teaching construction and employability skills to inmates at HMP Maidstone, which has helped more than 50 ex-prisoners find work in the construction industry after release.

Andrew said: "It's great to win a Lion Award, and to be able to help people get the skills they need to re-build their lives after prison. Achieving can change lives and I have seen this first hand."

FE sector learner of the year went to former Lowestoft College student Hannah Parker who studied diplomas in level three travel and tourism and level two hairdressing simultaneously, getting distinctions on all but one piece of work and taking on extra work when she got through the course too quickly.

Apprentice of the year Tyler Mack, from Blackburn, also progressed quickly with North Lancashire Training Group, finishing his level two diploma in business administration with three months left at his employers Spencer Hayes Financial Services.

City & Guilds Group chief executive Chris Jones said: "It's a huge achievement to win a Lion Award.

"We're all about helping people get into a job, progress on the job and move on to the next job, and the Lion Awards are for celebrating those who are really living this."



From left: Helen Skelton, Jake Dennis and his award-winning father, Andrew Dennis, with City & Guilds Group chief executive Chris Jones



City & Guilds 2014 Lion Awards winners

Day of demos, fundraising and more

Across the country colleges and training providers celebrated VQ Day through demonstrations, Have-a-Gos and fun activities for learners and members of the public.

The aim of the day was to show off vocational skills and encourage more people to consider the vocational route.

Here's just a snapshot of the day.



From left: Coleg Gwent, vehicle body repair students David Ridgway, aged 20, and Kyle Saunders, 18



Level two catering students at Richmond upon Thames College celebrated VQ Day by baking more than 150 cupcakes and selling them to help raise £150 for MacMillan Cancer Support and Shooting Stars Chase Children's Hospice



Coleg Gwent principal Jim Bennett models embroidery by fashion students

A national celebration of vocational qualifications, for students, teachers and employers

WEDNESDAY, JUNE 4, 2014

Coverage by
Rebecca Cooney

VQ Girl, a superhero created by Coleg Gwent students Claudia Gilman, aged 21 (body paint), and Leia Bishop, 18 (hair & makeup). Anna Coleman, 21, was their model



Tegan Milmore, aged 16, gives a cookery demonstration for VQ Day with HTP Training tutor Dave Egerton-Read



Croydon College level two hospitality student Roshia Forrest, aged 17, gives a taster of life in the kitchen as part of VQ Day

Croydon College level two electrical installation student Joel Crawford, aged 27, gives a thumbs-up after a demo of his skills

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EXPERTS



MICK FLETCHER

Mick Fletcher is a founder member of the Policy Consortium, a director of RCU Ltd, a visiting research fellow at the Institute of Education, University of London, and a regular contributor to the *FE Week* Experts section

Apprentice funding ‘too generous but still off-putting to small firms’

Mick Fletcher casts his eye over the government’s introduction of a 33 per cent mandatory cash contribution from employers towards the cost of apprentice training.

The new guidance on trailblazer funding from the Department for Business, Innovation and Skills is a heroic attempt to achieve incompatible policy objectives. Encouraging more employers to take on apprentices while also insisting they pay more for the privilege was always going to be difficult, but the recent proposals almost succeed.

They do so, however, by being be too generous to employers at the same time as deterring their involvement through administrative complexity.

The spin on the proposals is £2 for £1 — government will match employer funding 2 for 1 up to a set cap per standard.

Depending on the audience this can be sold as good value for employers or getting tough with them — insisting for the first time on a ‘mandatory cash contribution’.

Actually it’s a lot more generous than that because in addition to the misnamed ‘maximum government contribution’ (MGC) or cap, the taxpayer will hand over bonuses for successful completion, for recruiting 16 to 18s and to small firms.

The key sentence is the one that makes clear that employers can ‘use these incentive payments as you wish’ — in other words, it is open to any employer to net them off against their mandatory cash contribution.

In the great majority of cases — most apprenticeships will be in the lower bands — a small firm can get more than its cash back and large firms pay a lot less than you might think.

Set this against the 25-year-old single mum wanting to better herself through a B’Tec diploma who gets charged 100 per cent.

A lot depends of course on how the new standards are allocated to bands or caps. Assume a given apprenticeship currently costs £6,000 to deliver and its successor much the same.

Since current funding is assumed to reflect costs government now pays £6,000 for a 16 to 18-year-old starter and £3,000 for most adults.

Employers with adult apprentices are expected to pay £3,000, but in practice rarely do and therefore providers deliver for £3,000 (or usually an average depending on the mix of ages recruited).

If this programme were to be put in the £6,000 band government would pay from £6,900 for adults in large firms rising to £9,600 for 16 to 18-year-olds in small firms; generous

indeed. If it were put in the £3,000 band government would pay from £3,500 for adults in large firms to £4,900 for young people in small ones.

Employers would need to pay no more than now for adults but over £1,000 for young people to make up the gap. This is not consistent either with the policy intent for adults nor with the assertion that ‘many’ young people would still be fully funded.

Though technically clever these new proposals seem set to fail to deliver on three of the principal stated purposes of the reform.

Firstly, they won’t lever in more employer cash, certainly not for the 16 to 18 age group as they are still mainly fully funded. This raises the question ‘Why complicate matters at all for young people?’

In the great majority of cases — most apprenticeships will be in the lower bands — a small firm can get more than its cash back and large firms pay a lot less than you might think

Secondly, they won’t exert much downward pressure on prices. There’s no incentive to negotiate 16 to 18 prices and for adults employers lose £66 of every £100 they knock off the fee.

And thirdly, the complication of five caps, three sorts of bonuses, staggered payments and an untested apprenticeship credit mechanism represent just the sort of bureaucracy that SMEs run a mile from.

Moreover the cliff edges between, for example, £8,000 and £18,000 suggests that complexity is sure to grow.

It is fortunate that the timescale for the trailblazers gives ample time for the serious revisions to this approach that are surely needed.



CHARLIE MULLINS

Managing director of Pimlico Plumbers

Taking the apprenticeship extras into account

With the government having announced it would expect employers to pay a third of the apprenticeship training costs, Charlie Mullins looks at the wider financial and social costs of the programme.

Transforming the potential of an enthusiastic young person into a highly qualified tradesperson by means of an apprenticeship shouldn’t be difficult, but for some reason we in the UK are still struggling with this most basic of concepts.

In essence an apprenticeship in the 21st Century is nothing more than a formalised version of an institution that has existed for millennia; socially and economically useful skills are passed from one generation to the next, from the master to the apprentice, and so it goes on. Or at least that’s the theory.

Our problem historically with apprenticeships stems from our undervaluation of their social and economic value, and our insistence in making their provision much too complicated.

Under this government much has been done in dealing with the first part of the problem. I have met many young people with a bucket full of good A-levels who want to be plumbers and electricians.

We still however haven’t managed to come up with a simple system to get the number of bodies in the field training to be this country’s next generation of skilled tradespeople, and the newly announced apprenticeship training system doesn’t help. It’s too complicated, and rather than making it less burdensome for small businesses to hire apprentices it creates more work and worry.

Training costs must be stumped up by employers and claimed back though the PAYE system; what small business owner is going to be motivated to employ an apprentice by a system that involves trying to claw money back from a government department designed to take it and keep it?

The new system is well intentioned; and with employers paying 33 per cent of training costs with the government picking up the rest, there is more money going in, but it’s difficult to get at it, and means small and medium-sized enterprises (SMEs) need to spend more money to retrieve what they are owed, and to be quite honest I believe many will not try.

Another issue for SMEs, especially those who are only ever likely to have one or two apprentices, is that they are hardly in a strong position to get a good price for their training, compared to corporates, buying by

the dozen or even greater.

But let’s not beat around the bush here — the real business of training apprentices happens in the workplace, and involves paying wages, supplying uniforms and other benefits. Mine cost me about £50,000 over three years and most of that’s wages, and that is still the biggest reason why small businesses don’t and won’t employ more apprentices.

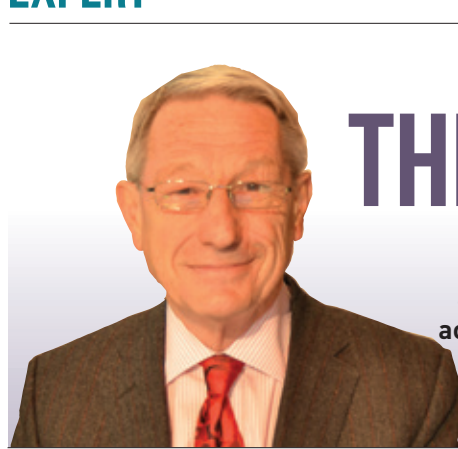
The real business of training apprentices happens in the workplace, and involves paying wages, supplying uniforms and other benefits

There is however a simple alternative, and it fits perfectly with the government’s stated goal of putting apprenticeships on a par with university degrees. Treat apprenticeships as part the education system, not a subset of industry. Significant public money goes into universities, into educating over 16s, who choose to stay at school or college, and then there’s the cash that’s wasted on Job Seekers’ Allowance.

The solution is to directly fund employers, which for starters might mean paying Job Seekers’ Allowance straight to an employer for each apprentice taken on. In reality however, I’m convinced that what we need is a fully funded, nationally organised apprenticeship scheme that provides an apprenticeship for any young person who wants one.

Yes there is a significant up front cost, but the economic and social benefits to the UK would be immense. The creation of a well-funded universal entitlement to an apprenticeship policy would provide the UK with a skilled work force, reduce our reliance on imported labour, improve our manufacturing base, reduce benefit reliance, improve public health and reduce crime. Surely that’s a future worth investing in?

EXPERT



THE INDY SCENE

John Hyde is the chairman of HIT Training, a hospitality training provider that operates across England, and on the second Monday of every month he writes in *FE Week* about issues affecting independent learning providers

Apprenticeships for trainers and assessors?

The publication by the Education and Training Foundation (ETF) of the Professional Standards for Teachers and Trainers in Education and Training, and the supporting guidance, provides the sector with an inspirational yet realistic framework to build on.

Traditionally work-based learning and apprenticeship providers have far fewer graduate employees than other education sectors.

Most of our professional staff are skilled craftsmen and women direct from the industry shop floor rather than graduates via an academic route.

Solid vocational experience in the sector in which a work-based learning assessor/trainer operates is essential. It is the ‘dual role,’ so clearly expressed in the ETF’s standards, of vocational experience coupled

with teaching and assessing skills that provides the professionalism required of staff to undertake this role.

These standards give employers in work-based learning an ideal opportunity under the new apprenticeship trailblazer pilots to implement a higher apprenticeship programme for our trainers and assessors at levels four and five.

What a marvellous example of practicing what we preach.

We advocate apprenticeships for the various sectors we operate in as the best route to train and develop their workforce so we should celebrate the fact that we develop our own staff through the apprenticeship route.

Again it will build empathy with the trainer-assessor’s learners to know their learner either has undertaken or is currently

undertaking their own apprenticeship. Promoting work-based learning (WBL) trainers and assessors into management roles presents its own problems for the sector, especially if they have no previous management experience.

I have learned to my cost over the years that a good trainer assessor does not necessarily make a good manager. The skillset required is completely different.

The management role in work-based learning is complex and demanding as with the rest of the sector. While the overriding skill has to be one of leadership, numerous other facets go to make up the job role.

Again there is a case for employers in the sector to produce a trailblazer management apprenticeship framework for the WBL sector. While generalist management qualifications and apprenticeships are currently available, WBL training providers would need to devise specific modules for this sector.

The current skills minister’s approach to put employers in the forefront of apprenticeships and control of the content gives the WBL sector an ideal opportunity to take charge of the professional qualifications for WBL trainers, assessors and managers through our own advanced and higher level three, four and five apprenticeship programmes. The ETF’s Professional Standards for Teachers and Trainers in Education and Training could form the

The ETF’s Professional Standards could form the standard for an apprenticeship in this sector for trainers and assessors

standard for an apprenticeship in this sector for trainers and assessors. The Institute of Leadership and Management’s management modules together with WBL specific modules form the basis for a WBL management apprenticeship.

Employers from the sector, possibly facilitated by the Association of Employment and Learning Providers could come together to initially persuade the Department for Business, Innovation and Skills of the need for our WBL apprenticeships to be included in the trailblazer pilots, and then to produce the standards and frameworks for the pilot.

Are we brave enough to practice what we preach?

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CAMPUS ROUND-UP

High stakes in principal's sirloin 'thank you' meal



Principal Corrienne Peasgood grilling sirloin. Ms Peasgood (front row, centre left) with staff and students who helped prepare and serve the meal

City College Norwich
Principal Corrienne Peasgood pulled on chef whites to cook dinner for staff who raised £15,000 for the student hardship fund through trekking up mountains.

Ms Peasgood and eight other members of the college management team prepared chargrilled watermelon with crispy bacon, sirloin beef, and rhubarb crumble sorbet for 80 guests. A further seven college managers were front-of-house service waiting on the tables, supported by 14 level one and two

professional cookery students.

The dinner in the college's Debut Restaurant was a chance to thank 26 members of staff from the college for completing sponsored treks up Ben Nevis, in Scotland, Scafell Pike, in England, and Mount Snowdon, in Wales, in aid of the college's student hardship fund.

Ms Peasgood said: "It was brilliant for the college management team to go outside our comfort zone and prepare this meal."

Prince gives royal seal of approval to apprenticeships

Prince Andrew said he had been encouraging young people to start apprenticeships during a visit to Kirklees College.

The prince officially opened the college's new £74m Huddersfield Centre, which contains nine floors of classrooms and workshops, a gym, training kitchens and restaurant, hair and beauty salons, and a mock air cabin simulator.

He told guests he had been "trying to encourage young people to take up the skills challenge by considering an apprenticeship rather than going to university, at least in the first stage, because having gone to university you come out and then you need to be trained."

He added: "By going the other way about it you've actually got the training and the skill and then you add the education on top."



From left: Prince Andrew meets level one hairdressing student Shannon Gardner, aged 17, in the college's new Huddersfield Centre

Journalism students interview Prime Minister



From left: Prime Minister David Cameron is interviewed by journalism students Elliott Mees and Amina Ahmed. Inset left: Elliott. Inset right: Amina

Two journalism students at Harlow College got a major scoop when they interviewed Prime Minister David Cameron.

Elliott Mees and Amina Ahmed, both aged 19, who are studying for a National Council for the Training of Journalists diploma in journalism, grilled Mr Cameron on subjects ranging from his views on UKIP to his policies on the national minimum wage when he visited the college.

Elliott said: "When we were briefed about the visit, all we were told was that it would be a senior cabinet minister. We didn't know it would be David Cameron until two

hours before he arrived.

"Earlier in the day, the headlines were all about Ed Miliband saying he would increase the national minimum wage, so we asked for his thoughts on this."

Visit www.feweeek.co.uk to read Elliott's report on their interview.

DO YOU WANT TO BE IN CAMPUS ROUND-UP?

Send your stories with pictures to campus@feweeek.co.uk including names, ages and course details of students where applicable

Jack tackles England colleges' rugby squad



Jack Sherratt with plumbing tutor Jon Brown. Right: Jack in the North West and Cumbria colleges' representative team

Level one Warrington Collegiate plumbing student Jack Sherratt has been selected for the England colleges' rugby league squad.

The prop forward, who has also been nominated for the college's plumbing student of the year award, caught the national selectors' eye while playing for the North West and Cumbria colleges' representative team.

The 19-year-old trained with the national squad on May 28 and is set to feature in a tour of Belgium next month.

Jack, who is also a key member of his college's rugby team, said: "It's a huge honour to have been selected to play for England."

Steve McCormack, lecturer in rugby league, said: "It's an amazing experience to play at such a high level."

"Jack is certainly a talent to watch."

Suffragette musical opens Lola's eyes to female struggle for vote

An allegorical tale about birds has brought the story of Emmeline Pankhurst and her struggle for female equality to life for Essex college learners, writes Paul Offord.

Playing a character based on feminist icon Emmeline Pankhurst made musical theatre student Lolo Adaja appreciate how times have changed for women.

The 18-year-old had never even heard of the Suffragettes, who fought for women's right to vote in the UK in the early 20th Century, before she read the script for Angry Birds — a musical commissioned by Havering College of Further and Higher Education.

She said: "If I put my hand on my heart, I hadn't heard of the Suffragettes before this. I was aware of the struggle against slavery, but didn't know women had to fight so much for their rights."

"I now know that if Emmeline hadn't campaigned so hard with the Suffragettes, the other girls on the course and I wouldn't have had a chance to go to college."

The play begins in a mythical birdland and features young birds at a failing school, who are inspired by the feminist struggle.

The following plot is loosely based on the struggles of Mrs Pankhurst, leader of the British Suffragettes, and her family and friends. However, they are all birds and the lead character is called Emmeline Peahen.

It was penned by musical theatre composer Dougal Irvine, who rose to fame through

musicals Departure Lounge and Britain's Got Bhangra, as a final project for a class of nine level three learners.

Simon Gray, lecturer in musical theatre, said: "They were a special class so we wanted to do something special for their final project."

"Dougal sat the class down and asked them what issues were important to them. They discussed the portrayal of women in the media and it became clear that something related to feminism would work well."

He added: "He decided if the Suffragettes had been alive today they would be punk rebels, like the Russian feminist group Pussy Riot."

"Then he changed it again by making the characters into rebellious birds, so it was kind of like George Orwell's story Animal Farm too."

As well as acting all the parts, the students also directed and choreographed the show under guidance from Mr Gray and Mr Irvine.

The musical featured 25 original songs and lasted for two hours. It was performed five times late last month in the space of a week to packed audiences at the college.

The other cast members were Eden



Level three musical theatre students perform musical Angry Birds. Inset top: Lecturer Simon Gray (left) and musical writer Dougal Irvine (centre, front) with cast. Inset right: Lola Adaja

Bishop-Jones, aged 17, Lauren Ghost, Louise Hatchard-Dougherty, Ashley Runeckles, Jemma Lord, and Molly Taylorson, and Joanna Hunt, all 18, and Lisa Steel, 20.

Mr Irvine said: "I am really happy. It has been a real collaboration between me and the students and they brought a lot of ideas to the table."

"It has been empowering for them to see a show from through creation to production. They were also forthcoming with suggestions on how they could tweak it."

& MOVERS SHAKERS

Your weekly guide to who's new and who's leaving

A principal designate has been appointed at a University Technical College (UTC) in Devon that is set to open its doors in September next year.

Ian Crews, currently vice principal of Cornwall's Bodmin College Academy, will take up the post at South Devon UTC, in Newton Abbot, which specialises in engineering, water and the environment, from September.

The 51-year-old said: "It will be a privilege to lead the exciting development and setting up of South Devon UTC. I am really looking forward to working with the young people of South Devon to encourage them along a science or engineering-based pathway into a rewarding career."

Professor Janice Kay, deputy vice chancellor at the University of Exeter and chair of the South Devon UTC board of directors, said: "Throughout the application process, I was extremely impressed by Ian's wealth of knowledge,

experience and expertise, both as a technician and an educator."

Meanwhile, Lantra — the sector skills council for land-based and environmental industries and an awarding organisation — has appointed Marcus Potter as its new chief executive.

He started on May 27 having previously been executive director of market development with the Royal Institution of Chartered Surveyors (RICS).

Mr Potter said: "I am delighted to be joining Lantra at this important time."

"While the funding environment has become more challenging, I'm convinced that the need is greater than ever for Lantra's expertise and services."

"I believe the organisation's future lies in strong collaboration with partners and in making sure that we understand our customers and stay relevant to their requirements."

"We are passionate about equipping



Ian Crews



Marcus Potter



Peter Martin

land-based businesses with the skills they need to support innovation, reduce risk and raise productivity.

"It's important that this sector sees investment in skills not as a cost of compliance but as having real bottom-line benefit."

Chair Valerie Owen said: "We are extremely happy to welcome Marcus to the organisation."

"He brings extensive experience of developing collaborative partnerships with stakeholders and a track record of identifying market opportunities and launching new business initiatives which meet customer needs. We wish

him all the best, and look forward to working with him over the coming years."

Mr Potter replaced Peter Martin who stepped down last October after 12 years as chief executive before Robert Tabor acted as interim chief executive.

Mr Martin said: "It has been a pleasure to work with a highly committed team of people here at Lantra over the past 12 years."

"Together we have achieved much. Agriculture and the wider land-based industries have an exciting future, and I am sure that Lantra will share in their success."

If you want to let us know of any new faces at the top of your college, training provider or awarding organisation please let us know by emailing news@feweeek.co.uk

JOBS



INSPIRING
beautiful futures

Unlock potential and get excited about the world of work...

Director of Education and Development

London

c.£75,000



FIND A FUTURE...

is a newly created organisation which brings together the nation's flagship skills and careers experiences: WorldSkillsUK Skills Competitions, The Skills Show and The Skills Show Experience. We inspire young people with the chance to unlock their potential and shape their futures through hands-on experiential activities and skills competitions.

The high profile Director of Education and Development post will have impact on a national basis; generating excitement about the world of work, ensuring the UK's position as a leader in skills and inspiring success in WorldSkills events in São Paulo in 2015 and Abu Dhabi in 2017.



Reporting to the CEO, the new post holder will work with a range of partners to develop our careers education objectives and fully embed the experiential careers education model throughout the sector. Through the development of mainstream skills competitions the role will make a significant contribution to high standards in vocational teaching and learning.

The successful candidate will have senior level experience within the education and skills sector, with the ability to demonstrate a strategic outlook and gain credibility with a wide range of stakeholders. A fundamental understanding of teaching, learning and assessment is of paramount importance, as is knowledge of the current careers education landscape.

For full details please view our microsite at www.aocrecruit.co.uk/findafuture or for an informal discussion about the post please contact **Bernie Cullen** on **0207 034 2631** or bernie_cullen@aoc-create.co.uk
Closing date for applications is Sunday 15 June 2014.
Interviews will be held on Friday 4 July 2014.



for the sector by the sector



Newcastle College

Deputy Principal

Post Ref: PRIN 7718

Salary: circa £90K


A breadth of skills, a depth of knowledge, an innovator and entrepreneur, passionate about teaching and learning, driven by student success, able to inspire and lead others? We can offer you the next step in your career where every day is different, where our staff are defining the cutting edge of innovation in a College which is redefining the student experience in both Further and Higher education.

Newcastle College, a division of NCG, is one of the largest and most successful colleges in the country with 18,000 students and 1100 staff. Our current Deputy Principal, like his two predecessors, is leaving to take up a college Principalship. This is an exceptional opportunity for an outstanding individual to help lead the college into the next phase of its development.

Application forms and further information about these and all current externally advertised vacancies are available on the College Website www.newcastlecollege.co.uk or by calling **0800 3280942** or by e-mailing recruitment@ncl-coll.ac.uk. Please quote the reference number of the post in which you are interested.

Interviews for this post will be held on Friday 4 July.

Closing date: Monday 23 June at 12 noon.



0191 200 4000

www.newcastlecollege.co.uk

FE Week



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POST : ASSISTANT DIRECTOR (INFORMATION SERVICES)

SALARY: £55,000 – £60,000

In the vibrant heart of Hackney we are building a reputation for innovative delivery and high achievement. We unlock the potential of the community for success through full and part-time courses for school leavers and adults, and flexible opportunities for employers to train their staff.

The College is now looking to recruit an Assistant Director to lead the College's information service functions, comprising funding, student records, examinations, timetabling and management information.

The post holder will be responsible for articulating and implementing a robust information services strategy and for ensuring the development and delivery of an excellent service. They will be expected to work closely with College senior managers and with appropriate external agencies in order to secure continuing success for the College.

This opportunity will appeal to individuals with experience of project management and of managing a significant MIS function within a Further Education environment. Sound knowledge of the FE sector, and in particular of developments in funding, is essential.

The successful candidate will be a self-starter and a clear thinker, with well developed managerial skills and the ability to build strong working relationships with the executive, senior

managers and external agencies. They will have a relevant degree and an appropriate professional qualification, and the ability to manage conflicting priorities and meet deadlines to the satisfaction of all parties.

The successful applicant will also be able to demonstrate a track record of implementing change, developing and implementing efficient systems and procedures, and using MIS systems in order to bring about improvements in College performance.

The College is committed to safeguarding young people and vulnerable adults. As well as ensuring that our workforce is reflective of the community. We welcome applications from all sections of the community.



For further details and an application form please contact **FE Associates** on **01823 337655** or email recruitment@feassociates.com.

The closing date for applications is **16 June 2014** and interviews are scheduled to be held week beginning **23 June 2014**.

Director of Finance & Resources

£65,000 and Generous Support Package | London

The Academy is moving to the next stage in its development and is now looking to recruit a Director of Finance & Resources reporting to the Principal. This will involve an exciting agenda for change with opportunities to contribute to moving the Academy forward.

As Director of Finance & Resources you must hold a professional accountancy qualification (CIMA, ACCA, ACA) and be able to demonstrate practical experience at a senior management level. You will be expected to lead and take responsibility for the Finance, HR and Facilities support functions and to contribute to the Senior Team's leadership of the Academy.

Experience at executive level is essential and relevant experience in the further education sector, whilst not essential, would be a distinct advantage. A copy of the Job Description and Person Specification for this post may be downloaded from MCA Cooper Associates' Web Portal HAMSTER by accessing the following internet address: <https://hamster.mcacoopers.com/> and using the Username FDFIN and password jobapp2

Apply to enquiries@mcacoopers.com including a current CV and supporting letter by 12 Noon on Friday 20th June 2014.
For an informal discussion of the role ring **Malcolm Cooper** on 07950 931389.



FIRST 4 SKILLS

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£32,000 + CAR ALLOWANCE AND GREAT BENEFITS

First4Skills, one of the UK's leading providers of BTEC Apprenticeships has 2 exciting new opportunities for a Quality and Compliance Manager in the North and South of the UK.

With over 30 years' experience and access to millions of pounds worth of government funding, we are passionate about supporting individuals and businesses to excel. First4Skills deliver the highest quality teaching and learning leading to the achievement of nationally recognised Apprenticeship programmes at all levels for individuals for our learners and clients.

As a Quality and Compliance Manager you will recommend changes to improve our provision both internally and with our clients. Responsible for managing and developing a team, you will ensure our practices deliver innovative solutions to our learners and customers and exceed the learner journey and external quality requirements. You will drive outstanding teaching, learning and assessment practices and report on the performance of all quality and compliance management systems and practices.

The successful candidate will have a good understanding of quality improvement and in depth knowledge of work based learning or learning and development in a corporate setting. You will need to have at least 3 years experience of managing a team and have highly developed interpersonal, motivational and influencing skills and a great level of enthusiasm. We are looking for someone who holds CTLS, IQA and functional skills at level 2 in Maths, English and ICT.

In return, we will provide excellent training and development and a competitive salary of £32,000 as well as a car allowance. You will also be entitled to our great benefits package, Handpicked4you which includes company pension and BUPA.

To apply: For information on working with us and full details of all our vacancies, visit our website www.first4skills.com/careers-at-first4skills

Application closing date 16 June 2014



First4Skills is an equal opportunities employer – Strictly no agencies



Learning & skills ~ events, consultancy and training

We are looking for a:

SENIOR ADMINISTRATOR

SALARY: £22.5K TO £27.5K (DOE)

Greenwich, London

Responsible for the day-to-day functioning of the Lsect and FE Week office.

Roles will include: general office administration, financial administration, supervision of junior staff, assisting with the execution of events, supporting the sales executive and editorial team.

Closing date: 5pm, Friday, June 27

To apply email: victoria.boyle@lsect.com

For more information visit jobs.feweeek.co.uk

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FE Week



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With a considerable capital investment programme underway that will see the building of two new Advanced Learning Centres and plans for further phases, we believe we are creating the blueprint for long term success and supporting the economic wellbeing of our community for future generations. Tameside College is a place where students flourish – and you can too. If you share our wholehearted focus on students and on the transformational effect that Further Education can have, we'd like to hear from you.


Tameside is a dynamic and ambitious college. As our new Vice Principal Resources you will play a key strategic role in ensuring the College is well equipped to deliver sustained and demand-led curriculum growth whilst effectively responding to sector and funding changes. You will have a broad remit which includes Finance, IT, MIS, HR and Estates. A qualified chartered accountant, you will be a strategic thinker with significant knowledge and experience of FE funding streams together with strong expertise in MIS and broad general management experience. Previous experience of capital projects isn't essential as the first phase of the new build programme will be handled by the existing team. This is an excellent opportunity for an ambitious FE leader and a strong team player with a proven track record in a senior resources role to broaden their experience in a college with a clear agenda for growth and a fundamental commitment to the importance of Further Education.

Visit www.tamesidevp.co.uk to find out more or contact Trudy Searle or Mike Galloway at Navigate on **07791 090141/ 07765 595758**. Closing date: Friday 20 June. Interviews: week commencing 30th June.



ENGLISH AND MATHS JOBS

FROM MARCH UNTIL THE END OF AUGUST. FE WEEK IS OFFERING FREE RECRUITMENT ADVERTISING FOR ALL ENGLISH AND MATHS TEACHING ROLES. GET IN TOUCH WITH HANNAH: HANNAH.SMITH@FEWEEK.CO.UK OR 020 81234 778



TRAINEE LECTURER – GCSE & FUNCTIONAL SKILLS MATHS (2 POSTS AVAILABLE)

£15,000 - £19,000 per annum during internship, with the possibility of progressing to the standard Lecturer pay scale upon completion of the internship

Fixed term contract for 1 year

If you are looking for a role which will give you the opportunity to develop skills and gain experience to equip you for a successful and rewarding career in education, then this could be the job for you.

You will work alongside colleagues from the Maths and English team to deliver outstanding teaching and learning on GCSE and Functional Skills Maths programmes across College. Ofsted praised the College's staff development opportunities, and through on the job training and support to undertake a teaching qualification, we will equip you with the skills and knowledge to effectively support students throughout their studies.

In this role, your initial objective will be to familiarise yourself with the College systems and provide effective support to learners in class. You will work hard to develop your teaching skills, and as you increase in knowledge and confidence you will take on an increased level of responsibility and have a wider involvement in the departments' provision.

Because of the subject area we'll expect you to have a degree in Maths, and you should be willing to undertake a teaching qualification whilst undertaking your teaching duties. Some experience of working in a similar setting would be useful, but most important is that you are passionate about working in education and willing to put in the hard work needed to excel in this role.

Overall, our goal is to assist in our students achieving their best possible outcomes, and you will play a key role in this. If you are ready to progress your career and want a role where you are really making a difference, then this could be the ideal opportunity for you.

As part of our commitment to safeguarding children all new employees must undertake an enhanced DBS check prior to commencing employment.

Closing date: Wednesday 18 June 2014

For details for these roles, the extensive benefits package on offer and details of how to apply, please visit www.rotherham.ac.uk/jobs

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The College of West Anglia



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0.8 LECTURER IN MATHS

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Base: Isle Campus, Wisbech

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You will have a Degree in Maths or a related subject or equivalent and experience in teaching Maths in a School, College or to adults. You will also have a teaching qualification and level 2 Literacy (GCSE A-C) or equivalent or be willing to obtain.

We offer an excellent package including a generous annual leave allowance, plus five College closure days, fee waivers on some College courses and a contributory pension scheme.

You can now view all our current vacancies on www.cwa.ac.uk and apply on-line should you wish to.

Closing date for receipt of all applications: 12 noon, Friday 21 June 2014

www.cwa.ac.uk





Appointment of Lecturer – Maths (Engineering)
Appointment of Lecturer – Maths (Sixth Form)
Salary up to £33,516 per annum

Hartlepool College of Further Education seeks to appoint enthusiastic and proactive Lecturers who can offer teaching and curriculum development in Maths across a range of abilities.

As an employer-facing organisation that celebrates skills, the College is proud that skills training and development is at the heart of the new building's design. These exciting opportunities offers an enthusiastic, ambitious and committed individuals the chance to join this forward-looking college as it embraces change and responds to increased demands for its services.

Applicants should have relevant experience together with advanced professional qualifications. Applicants must possess or be willing to obtain a teaching qualification, and be prepared to work in a team.

For full details and application forms please go to www.hartlepoolfe.ac.uk/jobvacancies, or contact the Head of Personnel on 01429 404026. Completed application forms must be returned by **12 noon Monday 23rd June 2014**. This appointment will be subject to an Enhanced CRB Disclosure.

Calling all talented English and Maths Lecturers!

LeSoCo and Morgan Hunt bring to you an evening of opportunities...

You will have the opportunity to discuss and express your interest in the wide range of temporary vacancies that we will be recruiting to at the College from the start of the new academic year. In addition to English and Maths Lecturers we are hoping to meet enthusiastic and talented lecturers with specialisms in:

- > Functional Skills (English and Maths)
- > Health and Social Care / Early Years and Child Care
- > Drama, Dance and Fashion
- > Music, Media and Art
- > Hospitality


- > ESOL
- > Supported Learning and General Education
- > Sports, Travel and Tourism
- > Trowel Trades, Plumbing and Electrical
- > Business Studies, Accounting, Retail and Customer Services

We're also keen on meeting talented graduates and professionals from any of the areas mentioned above who are keen on working in education. Find out more about the permanent roles that we recruit to and what it is like to work at the College. **Spaces are limited so RSVP by email as soon as possible.**

When: Thursday 19th June - 5.30pm arrival for a 6pm start

Where: Lewisham Way Campus, Lewisham Way, London, SE4 1UT

RSVP: lesoco@morganhunt.com Please leave your name, address, contact details and CV, plus specialism that you would like to work in.



LeSoCo.ac.uk

LD Training Services

Functional Skills Assessors Required!

A quality not quantity focused Training Provider is looking for A1 qualified Apprenticeship Assessors to join their expanding team to deliver Functional Skills as part of a learner's apprenticeship.

PLEASE NOTE THIS IS A FIELD BASED ROLE AND YOU WILL IDEALLY BE A DRIVER WITH OWN CAR AND FLEXIBLE TO WORK ACROSS LONDON, KENT AND HERTFORDSIRE.

As a Functional Skills assessor, you will need to have:-


- Minimum D32/33 or A1 qualification
- Enhanced CRB or DBS check
- Competent IT and Communication skills
- Experience of completing Individual Learning Plans and conducting learner progress reviews
- Functional Skills Delivery experience for English, Maths and ICT


You will need to have a can do attitude, managing your own case-load whilst being part of an approved centre.

The role requires a dedicated person with an eye for detail, excellent time management and excellent organisational skills for paperwork completion and submission.

To apply, please send your CV and cover letter detailing Qualifications, Functional Skills experience, and delivery experience.

Email your application to admin@ldtraining.org.uk





Teacher in Maths for GCSE and Functional Skills

We require a teacher to deliver GCSE and Functional Skill Mathematics to students working on vocational programmes from Entry level to Level 2. The successful applicant will be conversant with the new Functional skill standards and have a track record of successfully teaching GCSE Maths to a wide variety of students.

You will be a key member of staff within the Maths Team, delivering high quality maths teaching, assessment and support to learners across the college. Your job will be to inspire learners to meet their aspirations. As a teacher you will be sensitive to your learners needs whilst enabling them to express and reach their true potential. You will be experienced in recording and monitoring each step of progress however big or small.

Candidates should be innovative and pro-active in their approach to delivering high quality teaching to our learners.

Up to £35,000 p.a. for full time (depending on skills and experience)

46 days paid annual leave (plus bank holidays)

Final Salary Pension



Fractional and Sessional posts are also available (£26.82 per hour)

Please indicate which contract type you are interested in. Online applications must be submitted by **Sunday 15th June 2014**, interviews will be held on **Monday 23th June 2014**.

For further information and details on how to apply please visit www.nescot.ac.uk and follow the links to **"Working at Nescot"**.

www.nescot.ac.uk

Nescot, Reigate Road, Ewell, Epsom, Surrey, KT17 3DS



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FE Week Sudoku challenge

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

	8		1					
		3				4	8	
1	9			7				
6	5		4	2				
8			9		6			2
				5	7		1	6
				8			3	9
	3	1				8		
				4		5		

Difficulty:
EASY

	7		2	1				6
					6		3	
9		3			7		2	
5	1							
2				6				1
							4	3
	8		1			7		2
	5		6					
1				2	8		9	

Difficulty:
MEDIUM

Solutions:
Next week

Last Week's solutions

7	1	8	5	2	4	3	6	9
4	5	2	3	6	9	8	1	7
6	9	3	7	8	1	2	4	5
2	4	1	9	7	8	6	5	3
8	3	6	2	1	5	7	9	4
5	7	9	4	3	6	1	8	2
3	8	5	1	4	7	9	2	6
9	6	7	8	5	2	4	3	1
1	2	4	6	9	3	5	7	8

Difficulty:
EASY

6	3	9	4	2	7	8	1	5
5	2	1	6	3	8	4	7	9
4	8	7	5	9	1	3	2	6
3	9	5	2	8	4	1	6	7
7	1	6	9	5	3	2	4	8
8	4	2	7	1	6	5	9	3
1	5	4	8	7	9	6	3	2
9	6	8	3	4	2	7	5	1
2	7	3	1	6	5	9	8	4

Difficulty:
MEDIUM

Spot the difference to WIN an FE Week mug!



Spot **five** differences. First correct entry wins an *FE Week* mug. Text your name and picture of your completed spot the difference to 07969 166 374.
The spot the difference winner for edition 104 was Croydon College marketing assistant James Ward (pictured).

